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# **Newfoundland and Labrador Teachers' Association**



## **Priorities for 2017-19 Summary Report**

At its first meeting in August 2017, your Provincial Executive established six priorities. Contained within each of these priorities was a specified goal, as follows:

**Priority 1: Workload Concerns**

*Goal: To improve the working conditions of teachers generally and to address individual teacher workload concerns*

**Priority 2: Teacher Health and Wellness – Teacher Mental Health**

*Goal: To promote teacher health and wellness, including teacher mental health*

**Priority 3: Premier’s Task Force on Improving Educational Outcomes**

*Goal: To take actions aimed at ensuring that the implementation of the Task Force recommendations are in keeping with NLTA objectives*

**Priority 4: Promoting the Profession**

*Goal: To continue to take opportunities to promote the teaching profession*

**Priority 5: Inclusive Education/Student Support Services**

*Goal: To endeavor to improve the delivery of Inclusive Education and Student Support Services for the benefit of students and teachers*

**Priority 6: Collective Bargaining**

*Goal: To achieve a Provincial and Labrador West Collective Agreement ratified by the membership*

The purpose of this report is to provide a summary of the activities on each of these priorities and objectives from September 2017 to March 2019.

## Priority #1: Workload Concerns

- On August 8, 2017, the President wrote the Chair of the NL English School District to request a meeting to discuss ongoing concerns within the education system. A meeting was held on September 29, 2017.
- NLTA and NLESD School Board-Teacher Liaison Committee meetings for Fall 2017 were held as follows: November 20, Labrador and Labrador West Regions – Goose Bay; November 21, Western and Central Regions – Corner Brook; and November 23, Eastern Region – Paradise. The CSFP meeting was held on January 12, 2018 in St. John's.
- On September 29, 2017, a meeting involving the President, Minister of Education, Deputy Minister, Executive Director and Assistant Executive Director was held to discuss the implementation of the Premier's Task Force on Improving Educational Outcomes.
- On September 22, 2017, the Executive Director had a telephone meeting with the Director of Education of NLESD to discuss concerns about increasing student supervision.
- In August 2017, the NLTA partnered with the NLESD and Memorial University to deliver a two-day workshop on *Leadership for Aspiring Teachers*. This included a session by the Executive Director on *Building a Collaborative Culture*. Darrin Pike also co-facilitated a session with Debbie Toope on *Facilitating Change in a School*. By developing better leaders, the working environment of teachers improves and consequently the learning outcomes for students.
- Numerous teachers have been assisted with concerns re lack of consultation regarding the distribution of curricular and non-curricular duties and/or the equitable and fair distribution of workload. Most have been resolved, but some individual grievance(s) have been filed.
- On September 28, 2017, the Executive Director had a telephone meeting with the Director and Associate Director of Education, NLESD to discuss confusion regarding the 7-12 course descriptors and evaluation scheme. In response to concerns, the NLTA was informed that there is no intent by the District to interfere with the professional judgement of teachers when it comes to determining assessment options other than the program of studies specifications needs to be followed. As well, the NLESD did commit to receiving feedback and assisting any schools or teachers who were experiencing difficulty.
- On September 27, 2017, the Executive Director held a Q&A session at the Regional SAC meeting in Gander with administrators from the NLESD Central Region. Issues discussed included ways in which administrators can assist the Association in advocating for them on workload issues.
- On October 24, 2017, the Executive Director met with the Director of Education and the Deputy Minister. In this meeting, specific concerns were brought forward regarding the continued use of reading records (BAS) assessment and teacher supervision. The Director committed to raising the issue of reasonable supervision expectations with principals.
- On October 28, 2017, the Assistant Executive Director attended a meeting of the SAC Executive and Regional Presidents in Gander. During the Q&A session, the issues discussed included a plan to organize a

meeting with senior District officials to discuss a number of issues, including the intensification of administrators' workloads.

- Programs and Services staff continue to be very busy assisting teachers with issues related to working conditions and workload concerns.
- The Assistant Executive Director and Administrative Officer, John Veitch, were involved in meetings and school visits to support teachers in relation to the recent relocation of Bishop Feild Elementary to the former School for the Deaf building.
- Programs and Services staff engaged in significant discussions with EECD officials on concerns regarding the new School Development surveys that were administered during the spring of 2017. EECD has advised that data from the survey questions to which the NLTA raised objections has been deleted and destroyed. A questionnaire on the surveys was sent to administrators to solicit feedback – Programs and Services staff worked closely with SAC to encourage administrators to express the concerns brought forward to NLTA through this process; however, the responses from administrators were disappointing in that the feedback was generally positive. Further meetings with EECD representatives took place on December 19, 2017 and April 9, 2018, and ultimately, EECD decided to continue with the surveys moving forward. EECD did make some positive changes that address collective agreement issues and privacy/disclosure concerns under ATIPPA; however, the Association remains concerned that the focus of the surveys is inconsistent with fostering a school-based, team approach to school development. Provincial SAC was updated regularly throughout, and the Association has sent several written updates via email to all administrators. A communication on this issue was sent to all NLTA members on April 17, 2018.
- Clause 29.06 – The NLESD Policy on the Prevention of Workplace Violence has been adopted by Trustees and is available on the District website. Draft administrative regulations to accompany this policy were shared with NLTA for feedback prior to being finalized and are now also posted on the NLESD website. The policy has been approved by Trustees. The CSFP policy has also been approved by its Trustees.
- The President and Executive Director had telephone meetings with Senators Marshall, Wells, Furey and Manning to discuss the unintended consequences arising should Bill s.206 successfully repeal Section 43 of the Criminal Code without adequate protective language for teachers being added.
- The President presented NLTA's concerns regarding Bill s.206 to the CTF Board of Directors. CTF has committed to making the Bill a priority.
- The Executive Director has had discussions with both the Deputy Minister and the Director of Education, NLESD regarding the consequences of Bill s.206.
- The President, Executive Director, Assistant Executive Director and representatives from Provincial SAC met with the Director and senior management team of NLESD on December 13, 2017 to discuss a number of administrator concerns regarding workload intensification. A detailed letter from the President outlining the issues was provided to the Director at that time. A written response was received from the Director on March 5, 2018; NLTA and SAC representatives met again on March 22, 2018 to review and discuss this correspondence. The intent is to seek a follow-up meeting to further discuss how the District can/will address the concerns. To this end, the President responded to the Director's March 5 letter on May

16, 2018. The Assistant Executive Director provided an update to administrators at the SAC BGM on May 16, 2018.

- On December 20, 2017, the Executive Director met with the Deputy Minister to discuss progress on the Education Action Plan. The Executive Director is in regular contact with the Deputy Minister and Associate Deputy Minister regarding progress on the development of the Education Action Plan.
- Programs and Services staff continue regular liaison meetings with NLESD HR staff to discuss and address issues that impact on teachers' working conditions. The last meeting was held on March 28, 2018 and the Assistant Executive Director met with the NLESD Assistant Director for HR on October 31 to discuss draft terms of reference for these meetings and a mutually convenient date for a first meeting this year. Detailed feedback on the draft terms of reference was subsequently provided to the District in November 2018. The District has not yet responded.
- An article on dealing with Violence in the Workplace appeared in the January/February 2018 edition of *The Bulletin*.
- Administrative staff had discussions with the District about the implications of using the Nautikos program and the need for adequate additional supports for teachers and administrators. The District provided additional allocations to support the introduction of Nautikos in the school where concerns were raised.
- NLTA and NLESD School Board-Teacher Liaison Committee meetings for spring 2018 were held on the following dates: May 14, Labrador and Labrador West Regions – Goose Bay; May 15, Eastern Region – St. John's; and May 16, Western and Central Regions – Gander. The CSFP meeting was held on May 25 in St. John's.
- On January 22, 2018, the Executive Director met with the Provincial Steering Committee for the implementation of the Premier's Task Force recommendations. The committee consists of Deputy Ministers of Education, Advanced Education, Justice, Child Youth and Family Services and Health along with the Directors of Education of the two provincial school districts and the Dean of the Faculty of Education. Potential workload concerns for teachers that may result as a result of implementation were raised.
- An article on Workplace Accommodation was published in the March/April 2018 edition of *The Bulletin*.
- An article on Teacher Work/Life Balance and Volunteer Activities appeared in the May/June 2018 edition of *The Bulletin*.
- Information on the Redundancy/Reassignment/Layoff Process, including staff contacts, has been sent to schools and published in the March/April 2018 edition of *The Bulletin*.
- NLTA staff met with key staff of the Teachers' Pension Plan Corporation on March 13, 2018 to review the status of the Corporation's operations, plans for the TPPC website and further development of improved services for members.
- A memo was sent to all members via email on March 15, 2018 re important dates for retirement notices and the impact on pension eligibility/payments. A further reminder message was sent out again in early June.

- A notice was sent to all members via email on April 3, 2018 re the potential publication of teachers' salaries pursuant to the *Public Sector Compensation Transparency Act* ("sunshine list" legislation), including information and contact details for assistance in applying for an exemption. Individual advice and assistance was provided by Programs and Services staff as requested. Twenty (20) applications for exemption were submitted, of which sixteen (16) were granted and four (4) were denied. No appeals were submitted.
- A memo was sent to all members employed by the NLESD via email on April 25, 2018 re a caution in handling school funds. Programs and Services staff have since assisted a number of administrators in drafting correspondence to the District regarding the need for additional training and supports at the school level.
- An article regarding the School Year Calendar and School Opening/Closing Dates appeared in the May/June 2018 edition of *The Bulletin*. A follow-up survey to the one conducted was distributed September 12, 2018.
- The President and Executive Director have been regularly engaging with the Canadian Teachers' Federation regarding CTF's position on Bill s.206 (the Act to Repeal Section 43 of the Criminal Code). On May 23, 2018, the President, Executive Director and Assistant Executive Director met with senior legal counsel to discuss a reaction to a proposed CTF position on Bill s.206. The President has been in contact with all Newfoundland and Labrador Senators and the Executive Director has been in discussions with the Senate Law and Legislative Review Committee regarding NLTA being witnesses when the Bill undergoes Senate study.
- The first School Board-Teacher Liaison Committee meetings for 2018/19 were held in the Fall and committee membership has been confirmed for the 2018-20 SBTLC term. Dates for the first SBTLC meetings this year have been confirmed as follows: NLESD Labrador region/Labrador West – Monday, November 26 in Happy Valley-Goose Bay; NLESD Western/Central regions – Tuesday, November 27 in Corner Brook; NLESD Eastern region – Wednesday, November 28 in CBS; Conseil scolaire francophone (provincial committee) – Monday, November 26 in St. John's. Agenda items include: NLESD Conflict of Interest policy; lack of IRT and SA time and ineffective review/appeal processes; financial oversight regulations; substitute teacher shortages; changes to school start times; assessment/evaluation policy/procedures; OHS/First Aid training; CDLI supports; PD concerns; IT/tech supports for schools; Google.
- In June 2018, the NLTA conducted a survey of all school administrators regarding the 2018-19 allocation of student assistants' hours and the impact on school programming and safety.
- A meeting was held on June 28, 2018 with the NLESD Director of Education, Associate Director of Education, Assistant Director - HR and Assistant Director - Finance with the President, Executive Director and Assistant Executive Director to discuss NLTA's concerns regarding cuts to student assistant hours and the impact that would have on student programming, student and teacher safety and teacher workload. This meeting was followed by formal correspondence from the President.
- A meeting was held on July 25, 2018 with both the Minister of Education and the Deputy Minister of Education. The President, Executive Director and Assistant Executive Director attended the meeting. The purpose of the meeting was to review the school administrator survey regarding cuts to student assistant

allocations and to advocate for reversal of cuts. The Minister agreed to a major reversal and to continue the dialogue.

- On July 19, 2018, the President, Executive Director and Assistant Executive Director met with the Federation of School Council representative to discuss and share the school administrator survey regarding cuts to student assistant allocations.
- On May 15, 2018, a meeting of the Provincial Teacher Certification Committee was held to review and approve amendments to the Teacher Certification Regulations to allow for Teaching and Learning Assistants. The regulation change was approved by cabinet on August 8, 2018.
- On August 9, 2018, NLTA and government finalized an MOA to the Provincial Collective Agreement outlining terms and conditions of the employment of Teaching and Learning Assistants and making them members of the NLTA. A similar MOA for the Labrador West Collective Agreement has also been signed.
- On August 22, 2018, the Executive Director attended a meeting of the Premier's Task Force Advisory Committee. During this meeting concerns were again raised regarding workload for school administrators and the need for greater clarification on how best to group students for effective use of staff. NLTA also stated that teachers in Phase 1 schools must be provided an opportunity for feedback.
- On August 29, 2018, the President, Vice-President and admin staff met with the principals of the CSFP regarding a variety of issues including teacher recruitment and retention concerns, ability to find substitute teachers, Francophone teachers' access to information on benefits and the potential to create a new special interest council.
- On August 31, 2018, the President, Executive Director and Assistant Executive Director met with the Directrice générale of the CSFP and the Deputy Minister of Education regarding teacher recruitment concerns and efforts in the Francophone school system.
- NLTA registered concerns with regards to some of the expectations outlined in the draft Responsive Teaching and Learning Policy document. As a result, Phase 1 schools were advised that they were not to follow the document as policy, but rather as a discussion and feedback document.
- On September 6, 2018, the Executive Director engaged in email correspondence with the Director of Education outlining NLTA's position that newly assigned student assistant allocations could not be withheld by the District to address emerging issues.
- On September 7, 2018, President wrote a follow-up letter to the Minister of Education and Early Childhood Development outlining continuing concerns regarding the student assistant allocation.
- NLTA participated in an in-service session for Teaching and Learning Assistants and Principals of Phase 1 schools, September 10-13, 2018. Part of the presentation included NLTA expectations for the roles and responsibilities of these positions.
- NLTA conducted a survey regarding how/when parent-teacher interviews are scheduled in schools across the province. The results were reported at the Joint Council Meeting in October 2018.

- Articles on dealing with workplace violence and the workday for teachers appeared in the November/December 2018 edition of *The Bulletin*. Articles on pay for substitute teachers during weather closures and information on the DSLP appeared in the January/February 2019 edition.
- Due to the efforts of Programs and Services staff, concerns regarding changes to NLESD policy on the evaluation process for tenured and probationary administrators are being addressed. In particular, it has been clarified that staff surveys about administrators are not required, but are an optional self-assessment tool for administrators.
- On October 22, 2018, the Executive Director met with the Director of NLESD to discuss the lack of responsiveness to NLTA concerns and questions. Considerable time was spent discussing the workload concerns of school administrators.
- On October 16-18, 2018 the President and Executive Director met with Newfoundland and Labrador Senators regarding Bill s. 206 providing an Association prepared briefing note and legal opinion.
- On October 31, 2018, the President wrote the Minister of Education and Early Childhood Development regarding NLTA concerns on Bill s. 206 providing an updated legal opinion and the Senate briefing document.
- On October 31, 2018, the Executive Director wrote the NLESD Director of Education regarding NLTA concerns on Bill s. 206 providing an updated legal opinion and the Senate briefing document.
- On October 31, 2018, the Executive Director met with the Association of Social Workers to discuss ways to improve service to schools and reduce workload for school counsellors and administrators.
- On November 5, 2018, the Executive Director meet with the Premier's Task Force Steering Committee regarding recommendation 10. NLTA's position continues to be that the best way to provide services required in Education is to have those services available within Education, not through consulting arrangements with other departments. Also discussed was the Responsive Teaching and Learning Draft policy. NLTA's position is that it is overly complicated. This will be on the agenda for the next meeting.
- The Assistant Executive Director met with the NLESD Assistant Director for HR/Acting Associate Director on October 31, 2018 to discuss concerns regarding communications with NLESD staff and response to questions/issues raised by NLTA.
- Programs and Services staff are contacting PTF Phase 1 schools to inquire about the roles/work being done by TLAs, particularly with respect to any impact on IRT supports.
- Programs and Services staff have raised concerns to the Director of Evaluation and Research, EECD, about the lack of communication and consultation with teachers and NLTA regarding changes in values and formats of public examinations.
- An updated survey regarding the school year was conducted in September 2018. The results were provided via email to School Reps and Branch Presidents on November 6, 2018.



- The Assistant Executive Director wrote to the NLESD Assistant Director for Human Resources (and Acting Associate Director) on December 19, 2018 regarding ongoing and new workload concerns of School Administrators.
- Administrative Officer, John Veitch, presented a submission about retention and recruitment issues concerning francophone schools in the province at the Symposium des Agentes et Agents de Liaison Francophones des Organisations Membres de la FCE in Ottawa on November 16-17, 2018.
- The Department and District were contacted regarding workload concerns associated with assistive technology (SurfacePro). Assurances by the Board and Department were provided around teacher responsibilities and updates are to be provided.
- On December 17, 2018, the Executive Director and Administrative Officer Darrin Pike attended a meeting of the Professional Development Alliance (PTF Recommendation #77) and presented a proposal for professional development for Assistant Principals.
- On December 19, 2018, the Executive Director met with the Director of NLESD and the Deputy Minister EECD to discuss the substitute teacher shortage.
- On December 4, 2018, the President wrote the Minister of Education regarding the need for a study into the social-emotional health of teachers. A meeting with senior EECD officials occurred on January 24, 2019. It was communicated to the Association that the EECD would not participate in the study but would be interested in the results.
- On December 4, 2018, the Executive Director wrote the Directors of both school districts regarding the need for a study into the social-emotional health of teachers. A meeting with senior EECD staff was held on January 11, 2019. The NLESD will not participate but will be interested in the results.
- In December 2018, a detailed survey was conducted by the NLTA on school administrator workload, NLESD communications protocol, and NLESD expectations. The survey results were shared with the School Administrators Council executive on January 10, 2019, and a meeting has been requested with the NLESD. The President, Executive Director, Assistant Executive Director, Administrative Officer Ian Crewe and members of the Provincial SAC Executive met NLESD Director and senior officials on February 13 to review and discuss the survey results. The formation of a joint SAC/NLESD committee to review administrator responsibilities and explore ways to reduce workload is being pursued.
- On February 27, 2019 the NLTA released a Request for Proposals to all faculties of Education in Canada, for a research study on the social-emotional health of teachers and school administrators. Deadline for proposals is April 30, 2019.
- On December 4, 2018 Administrative Officer, Deana Hatcher, wrote to senior officials at EECD and NLESD to address concerns regarding a lack of resources for Play-Based Learning for Grade 2 classrooms. A response has been received from EECD only.
- On February 12, 2019 Administrative Officer, Deana Hatcher, wrote the HR Director of NLESD outlining a number of concerns raised with the Central Processing Model being used in the Central Region of NLESD and asking what steps will be taken to address these concerns.

- In December 2018, Administrative Staff provided feedback to the Department on its policy regarding the Reemployment of Retired Teachers for substitute and term contracts.
- Administrative Officer, Deana Hatcher, was appointed to the English Language Arts Advisory Committee which oversees the development and implementation of the English Language Arts curriculum recommendations listed in the Education Action Plan. The first meeting was held February 27-28, 2019.
- Programs and Services completed a report of grievance-arbitration, teacher discipline, harassment, legal and EAP cases which were addressed by staff in 2017-2018. This report was made available to all schools in January. On a go forward basis, an annual report of Program and Services work on these case files will be made available to the membership.

## Priorities #2: Teacher Health and Wellness – Teacher Mental Health

- Judy Beranger, EAP Coordinator, attended the National Summit on Teacher and School Staff Wellbeing on November 16, 2017. The goal of this summit was to provide key educational stakeholders the opportunity to identify gaps and opportunities to better address teacher and school staff wellbeing. A report on the summit, submitted by Judy Beranger, was shared with Joint Council at the March 2018 meeting.
- New wellness resources (Guided Imagery information and videos) have been added to the EAP section of the NLTA website.
- EAP Coordinators have been active in providing supports to a number of schools recently impacted by the deaths of teachers, students and/or other members of their school communities.
- Administrative staff gave presentations (*Healthy Teachers – Healthy Students: Finding Balance*) to teachers from across Atlantic Canada at the CONTACT 2017 Conference in August 2017 in Charlottetown. The subject was *Teacher Wellness and Achieving Work/Life Balance*.
- Numerous teachers have been assisted with payroll issues including late pay and failure to consult on repayment of overpayments by Teacher Payroll. One individual grievance was filed on the issue of failure to consult, and a settlement was reached.
- An article on Sick Leave appeared in the November/December 2017 edition of *The Bulletin*.
- EAP and Administrative staff facilitated an information session on dealing with employee addiction issues with NLESD HR staff.
- Six Pre-Retirement Seminars were held during the Fall of 2017. Financial Information Seminars were held in 2018 on the following dates: February 24 (Springdale), May 5 (Labrador City), May 11 (King's Point) and May 16 (Bonavista).
- Programs and Services staff and EAP Coordinators continue to respond to requests for facilitation of mediations to assist in resolving professional issues/conflict between NLTA members. This work has led to more collaborative relationships and in some cases, the avoidance of a formal complaint process. Due to high demand, further staff training in conflict resolution took place in the Fall of 2018 in order to increase capacity to provide this service.
- An article on dealing with Violence in the Workplace appeared in the January/February 2018 edition of *The Bulletin*. An article on Workplace Medical and/or Family Status Accommodation appeared in the March/April 2018 edition of *The Bulletin*.
- Programs and Services staff made a submission to Workplace NL for consideration in its ongoing review of its policy on compensation for mental stress (Policy EN-18). In March 2018, WorkplaceNL announced that it has now modernized Policy EN-18 to recognize that work-related mental health issues may be caused by exposure to multiple traumatic events. The policy also now includes events that are an inherent part of an occupation.

- Programs and Services and EAP staff attended a training session on the impact of the pending legalization of cannabis in the workplace on May 31, 2018.
- Group Insurance Managers expanded the current Health Benefit Program to include certified members with the Canadian Counselling and Psychotherapy Association (CCPA) within the Psychologist/Social Workers Benefit Category for professional services, effective January 1, 2018.
- Given the increased accessibility and scope of work currently being performed by Nurse Practitioners in this province, Group Insurance Managers are exploring the potential for expanding health benefits to accept prescriptions from Nurse Practitioners.
- Articles on Workplace Injuries and recent changes to Employment Insurance Maternity/Parental and Caregiver Benefits and Leave appeared in the January/February 2018 edition of *The Bulletin*.
- Web resources continue to be updated and added to the EAP section of the NLTA website. The most recent addition is the very practical Mental Health and Well-Being Toolkit developed by the University of New Brunswick. It has a number of key downloadable resources and it presented in five modules, including an introduction to positive Mental Health, School Connectedness, Resilience, Team Relationships and Comprehensive School Health. Access the entire program via the link from EAP Resources or google JCSH's Positive Mental Health Toolkit to access the modules.
- Five Pre-Retirement Seminars were held, in accordance with Association policy, during the Fall of 2018 in the following locations: November 1-2 (Corner Brook), October 11-12 (Grand Falls-Windsor) and November 15-16, November 29-30, December 6-7 (St. John's). Information regarding the Pre-Retirement Seminars was communicated to members via the June 2018 edition of *The Bulletin*. It was also posted on the NLTA website.
- An article on Teacher Work/Life Balance and Volunteer Activities appeared in the May/June 2018 edition of *The Bulletin*.
- The President and Administrative Officer, Miriam Sheppard, attended a meeting organized by the NL Federation of Labour to discuss the development of a stakeholder submission to the Workplace NL Prime Review; staff reviewed and provided feedback on the submission.
- Programs and Services staff delivered PD sessions on teacher wellness (mental and financial) for staffs at two schools in the Avalon region on May 4 and May 11, 2018.
- On May 18, 2018, Programs and Services staff delivered a professional development session on having difficult conversations for a school in the metro area.
- Programs and Services staff provided a PD session on May 28, 2018 for the staffs of Appalachia High School and Our Lady of Mercy as they prepared to merge into one school in September 2018.
- The Association continued its support for and involvement in the Emerging Leaders Summer Institute, in partnership with the NLESD and MUN, which took place on August 13-14, 2018. NLTA staff were involved in planning and leading the event and delivered sessions on collegial school climate/culture, collective agreement essentials and skills for having essential conversations.

- On July 18, 2018, the Executive Director contacted the NLESD Director of Education to outline NLTA's extreme dissatisfaction with the District's decision to use Synervoice emails to communicate a situation under investigation involving a member. Grievances have been filed in this matter and are in the process of being scheduled for arbitration.
- Lisa Cheeseman was hired on September 5, 2018 in a short-term contract to replace an EAP Coordinator on leave.
- Group Insurance Managers met for their Summer Planning Meeting in St. John's on August 19-21, 2018.
- On October 5, 2018, Programs and Services staff delivered a professional development session on work-life balance and teacher efficacy for a school in Labrador West.
- An article on consultation for the teacher-directed PD day appeared in the September/October 2018 edition of *The Bulletin*. Articles on dealing with workplace violence and the workday for teachers appeared in the November/December 2018 edition of *The Bulletin*.
- Programs and Services staff delivered professional development sessions in schools on financial wellness, social media, and student engagement during the Fall 2018.
- The Conference for Beginning Teachers – under the theme “The Journey Begins” – took place in St. John's on November 29-30, in partnership with the school districts, MUN and EECD. Applications for registration opened in early October and interest from beginning teachers was high.
- EAP Coordinators have been active this Fall in providing workshops in schools on wellness and respectful workplace related topics.
- Programs and Services staff participated in a conference call on November 29, 2018 with Johnson Incorporated for an Educator Focus Group.
- EAP Coordinator and Programs and Services staff conducted a professional development session on teacher mental health and team-building in the central region on December 3, 2018.
- Programs and Services staff conducted professional development sessions on work-life balance and staff dynamics in the Burin region on December 14, 2018.
- Administrative Officers, George Tucker and John Veitch, represented the NLTA at CAPTTO PD meetings in Halifax on January 8-9, 2019.
- The Managers of the NLTA Group Insurance program have made the decision to increase the benefits available to members who are enrolled in the Health program. The psychologist/registered social worker benefit increased to \$1,600 per calendar year from \$800 per calendar year effective January 2019.
- Administrative staff presented two sessions at St Kevin's High School's teacher-driven professional development day: Financial Wellness and Social Media.

- Administrative staff presented a session on *Dealing with Difficult Situations* at St. Peter's Junior High's teacher-driven PD day.
- The Executive Director and an administrative officer participated in the Comprehensive School Health Stakeholder Engagement Session on November 28 2018. In her keynote, Dr. Kimberly Schonert-Reichl stated that addressing concerns for the social-emotional health of teachers is critical to the success of Social and Emotional Learning (SEL) initiatives for students.
- On December 4, 2018, the President wrote the Minister of Education regarding the need for a study into the social-emotional health of teachers. A meeting with senior EECD officials occurred January 24, 2019. It was communicated to the Association that the EECD would not participate in the study, but would be interested in the results.
- On December 4, 2018, the Executive Director wrote the Directors of both school districts regarding the need for a study into the social-emotional health of teachers. A meeting with senior NLESD staff was held on January 11, 2019. The NLESD will not participate, but will be interested in the results.
- The Assistant Executive Director and Administrative Officer, Deana Hatcher, met with NLESD HR representatives on December 14, 2018 to discuss District plans to conduct a pilot for the use of SmartFind for hiring substitute teachers. Questions and concerns were raised during the meeting and followed up in detail in writing afterwards. Programs and Services will continue to follow and monitor this matter closely.
- On January 31, 2019, the Executive Director attended the Burin Region School Administrators' Council meeting and gave a presentation on the NLTA defense of school administrators and NLTA efforts at addressing administrator workload intensification.
- Programs and Services staff delivered a PD session on teacher wellness (mental) for one school in Central on February 22, 2019. Programs and Services staff delivered a PD session, "Future Members of NLTA", to Dr. Andrea Rose's Education 4830 – Seminar in Music Class, at MUN's School of Music on March 1, 2019.
- Programs and Services staff delivered a PD session on teacher wellness (financial), for one school in Baie Verte on March 29, 2019.
- Programs and Services staff delivered a PD session on teacher wellness (financial), for one school in St. John's on May 1, 2019.
- Programs and Services staff delivered a PD session on *Dealing with Difficult Situations/ Having Essential Conversations* on March 25, 2019.
- Administrative Officer, Miriam Sheppard, and Vice-President, Trent Langdon, attended the second meeting of the full Minister's Committee on Violence against Women and Girls in February 2019.
- Programs and Services staff delivered a full day PD workshop on teacher wellness (financial), for interested teachers in the Clarenville area, on Saturday, March 12, 2019. The session was organized and promoted by the local NLTA Clarenbridge Branch.

- Programs and Services staff delivered PD sessions on teacher wellness (mental & financial), as well as a workshop on Professional Relations, for one school in Western Labrador on March 25 and 26, 2019.
- Programs and Services staff delivered a “full-day” PD session on teacher wellness (financial), for mid-career teachers in the Gander area on Saturday, April 13, 2019 at the Albatross Hotel. This one-day condensed Pre-Retirement Seminar was limited to 30 participants. Representatives from the Teachers’ Pension Plan Corporation, Johnson Inc. and the NL Credit Union were in attendance to facilitate presentations and to respond to participants’ questions and concerns. Funding for this event was provided as part of the NLTA Pre-Retirement budget.
- Programs and Services staff delivered a ½ day PD session on Teachers Dealing with Harassment/Bullying from Parents and Students – Teachers’ Rights, Obligations, Steps to Take, etc. on March 4, 2019 at Templeton Academy.
- Programs and Services staff delivered a ½ day PD session on Teacher Wellness and Conflict Prevention at Larkhall Academy on March 29, 2019.
- Programs and Services staff conducted a PD session on Classroom Management and Staff Dynamics in a school in Western Labrador on February 15, 2019.
- An article re “Financing a Year of Deferred Salary Leave” appeared in the January/February 2019 edition of *The Bulletin*.
- The “tentative” dates/locations for the upcoming 2019-20 Pre-Retirement Seminars are as follows: October 24-25, 2019, Grand Falls-Windsor (Mount Peyton Hotel); November 6-7, 2019, Corner Brook (Greenwood Inn & Suites); November 14-15, 2019, St. John’s (Sandman Hotel); November 28-29, 2019, St. John’s (Sandman Hotel); December 12-13, 2019, St. John’s (Sandman Hotel).
- Programs and Services staff delivered a PD session on teacher wellness (resilience, behaviours and strategies) for one school in Labrador on March 15, 2019.
- On February 27, 2019, the NLTA released a Request for Proposals to all faculties of Education in Canada, for a research study on the social-emotional health of teachers and school administrators. Deadline for proposals is April 30, 2019.
- On March 11, 2019, the NLTA informed members of a decision made by the NLESD Executive Board of Trustees to discipline a teacher without a finding of fault. The Association filed a grievance and has agreed to an accelerated arbitration process. All teachers have been provided advice regarding communications to the District, should they feel the classroom supports they have are insufficient to provide a safe teaching and learning environment.

### Priority #3: Premier's Task Force on Improving Educational Outcomes

- The President, Vice-President, Executive Director and Assistant Executive Director attended a technical briefing with the Deputy Minister on July 25, 2017 prior to the release of the Premier's Task Force report. This was followed by the official release of the report by the Premier and the Minister of Education which was also attended by the NLTA representatives.
- On July 27, 2017, the President wrote the Director of Evaluation and Research with the Department of Education naming the NLTA Executive Director to the Teacher Certification Committee.
- On July 27, 2017, the Executive Director wrote the Deputy Minister to advise him of the Department of Education's Collective Agreement obligation to consult with the NLTA on issues that affect the terms and conditions of employment of teachers.
- The Executive Director met with the Deputy Minister of Education on August 3, 2017, to discuss the impact of the report from the Premier's Task Force.
- On August 8, 2017, the President wrote to the Minister of Education to arrange a meeting to discuss the Premier's Task Force recommendations. A meeting was held on September 29, 2017.
- On August 16, 2017, the President wrote the Premier requesting that NLTA have representation on the Steering Committee which will oversee the implementation of the Education Action Plan flowing from the Premier's Task Force recommendations.
- The Assistant Executive Director met with the Assistant Deputy Minister on August 17, 2017, to discuss a number of issues, including the impact of the report from the Premier's Task Force.
- The Executive Director met with the Deputy Minister and Associate Deputy Minister on September 11, 2017, to discuss the Premier's Task Force recommendations and the operational plan for developing the Education Action Plan. A further meeting was held on September 28, 2017. NLTA has taken the position that the NLTA should be represented on the Premier's Steering Committee as well as on the EECD Implementation team.
- The Executive Director and Executive member, Derek Drover, attended the Teacher Certification Committee meeting on September 7, 2017. Recommendations from the Premier's Task Force with implications for teacher certification were discussed.
- The Association has reserved the right to make proposals relevant to the Task Force in Collective Bargaining in Labrador West, and specific language will be drafted for Provincial negotiations.
- On October 30-31, 2017, Administrative Officer, Ian Crewe, attended the first Premier's Task Force "Committee #1" meeting (as a committee member). Chaired by Brad Clarke (EECD) and Bronson Collins (NLESD), numerous stakeholders including seven NLTA members, were given a mandate to develop a plan/make recommendations around several of the recommendations brought forward in the *Now is the Time* document. The PTF recommendations that are to be a focus of Committee #1 included numbers: 1, 6-12, 16, 22, 24-25, 38, 39, 40, 42-45, 47, 52-53, 57-59, 63 and 76-77. Discussion and some initial planning



around some of these recommendations took place at the two-day meeting with further meetings of the committee and information on resultant sub-committees to follow.

- From the initial Committee #1, six working groups have been established to work on various PTF recommendations and to report back to the main Advisory Committee (#1). Administrative Officer, Ian Crewe, has been named to two of these working groups. The six working groups are: New Special Education Policy (met December 12, 2017; Ian is a member); Reading Specialists – Classroom level (K-6); Reading Specialists – District level Program Specialists (K-6); Instructional Assistants – New position in the K-12 system (met December 15, 2017; Ian is a member); Learning Commons; Professional Learning.
- All working groups had their first meetings to establish Terms of Reference and goals and worked through the rest of the year toward the goal of establishing a provincial pilot for the 2018-19 school year. The number of schools involved in the pilot was dependent on the provincial budget. The Advisory Committee met three times in November 2017 and again on December 19, 2017. There was an average of two-three days per month of scheduled meetings until June for each of the six working groups and the Advisory Committee.
- The President, Executive Director, Assistant Executive Director and Administrative Officer, Ian Crewe, met with representatives of NLCPA and the SLP SICs on December 14, 2017 to discuss concerns and strategies in relation to Recommendation #10 from the Premier’s Task Force report, which impacts Educational Psychologists and Speech-Language Pathologists particularly. A follow-up meeting took place on January 25, 2018, following the first meeting of the PTF Steering Committee on January 22, 2018.
- On November 27-28, 2017, Administrative Officer, John Veitch, attended the first meeting of the Premier’s Task Force Provincial Assessment Oversight Committee, chaired by Ron Smith (EECD). Thirteen (13) committee members from EECD, NLESD, CSFP and NLTA were given the mandate to implement a new primary, elementary and intermediate provincial assessment program for math and reading and to select a proven, research-based early reading provincial assessment tool. The committee will focus on Recommendations 32, 42(b), 43 and 44 from the *Now is the Time* document. Three working groups (Reading Provincial Assessment, Mathematics Provincial Assessment and Early Primary Assessment and Intervention) have been established with active NLTA members on each. A second meeting of the oversight committee took place on Monday and Tuesday, February 26-27, 2018.
- The NLTA Executive Director has been appointed to the Provincial Steering Committee which will oversee the development and implementation of the Education Action Plan.
- The Executive Director is in regular contact with the Deputy Minister and Associate Deputy Minister regarding progress on the development of the Education Action Plan.
- On December 20, 2017, the Executive Director met with the Deputy Minister to discuss progress on the development of the Education Action Plan.
- On January 10, 2018, a meeting was held with the Executive Director, Assistant Executive Director, Deputy Minister of Education, Deputy Minister of Health and their officials to discuss the implications of Recommendation #10 of the Premier’s Task Force.

- Administrative Officer, George Tucker, has been named to the Premier's Task Force School Dropout Prevention Committee. The first meetings for this committee were held on January 16-17, 2018. A second meeting occurred on Wednesday, April 25, 2018 (NLTA Boardroom).
- On January 22, 2018, the Executive Director met with the Provincial Steering Committee for the implementation of the Premier's Task Force recommendations. The committee consists of Deputy Ministers of Education, Advanced Education, Justice, Child Youth and Family Services and Health along with the Directors of Education of the two provincial school districts and the Dean of the Faculty of Education. Potential workload concerns for teachers that may result as a result of implementation were raised.
- On February 20-22, 2018, representatives from ten SICs participated in an opportunity to make presentations to the Deputy Minister, Associate Deputy Minister and Assistant Deputy Minister of EECD regarding suggestions for implementation of recommendations from the Premier's Task Force report. The President, Executive Director and Assistant Executive Director were in attendance.
- Staff continue to work with the PTF Advisory Committees re Recommendation #1 (and others) in addition to two of the six working groups that have been formed as a result. Meetings attended since January 2018 include: January 23-24, 2018 (Special Education Policy Working Group), January 25-26, 2018 (PTF Advisory Committee at Holiday Inn), January 30, 2018 (Instructional Assistants Working Group – SKYPE meeting), February 5, 2018 (Special Education Policy Working Group – Skype meeting), February 15, 2018 (Instructional Assistants Working Group – full-day meeting hosted at NLTA building), February 20-21, 2018 (Special Education Policy Working Group), February 23, 2018 (PTF Advisory Committee – Skype meeting), February 27-28, 2018 (Instructional Assistants Working Group), February 26-27, 2018 (Provincial Assessment Advisory Committee), March 12-13 (Special Education Working Group), March 22-23, 2018 (Teaching and Learning Assistants Working Group), April 9 (Provincial Assessment Advisory Committee), April 17-18, 2018 (PTF Advisory Committee), May 9-10, 2018 (Special Education Working Group), May 14-15, 2018 (Provincial Assessment Advisory Committee), May 23-24, 2018 (Teaching and Learning Assistants Working Group), June 5-6, 2018 (PL for Administrators in Pilot Schools), June 11-12, 2018 (Multi-Cultural Education Advisory Committee), October 22-23, 2018 (Teaching and Learning Assistants Working Group) and October 24-25, 2018 (PTF Advisory Committee). Administrative Officer, Ian Crewe, has been actively involved in planning for the three-day PL event for the initial group of Teaching and Learning Assistants. The NLTA had a major role in this three-day event from September 10-12, 2018. Administrative Officer, Ian Crewe, attended District-led PL for Phase 1 Schools re the draft Department Responsive Teaching and Learning Policy on January 23 and January 31, 2019.
- On February 15, 2018, the Executive Director attended an information session providing an in-depth review of the New Brunswick Integrated Service Model that is referenced in Recommendation #5 of the Premier's Task Force report.
- Administrative Officer, Darrin Pike, has been appointed to the Premier's Task Force – Mathematics Advisory Committee, which held its initial meeting on April 24-25, 2018 and met again on February 11-12, 2019. The committee's primary focus is to advise a variety of working groups and to provide feedback as well as oversee the development and implementation of the math-related recommendations from the Premier's Task Force.
- The 2018 provincial budget announced the introduction of Teaching and Learning Assistants on a pilot basis for September 2018 in furtherance of Recommendation #7 from the Premier's Task Force report. The

Executive Director continues to liaise regularly with EECD and NLESD officials to ensure these new positions will be part of the NLTA bargaining unit, as per direction from Provincial Executive. On May 15, 2018, the Teacher Certification Committee endorsed a new certification endorsement for Teaching and Learning Assistants. This recommendation will be presented as part of the regular regulatory review and amendment process.

- On March 27, 2018, the Executive Director and President attended the education budget lock-up session to be briefed on the budget announcements related to the initial Premier's Task Force pilot program. The program will see an increase in teacher allocations for Reading Specialists and Learning Resource teachers. The program will also provide for Teaching and Learning Assistants.
- A meeting took place on June 1, 2018 with the Executive Director, Assistant Executive Director and representatives of both EECD and NLESD to discuss a possible MOA agreement regarding Teaching and Learning Assistants.
- Administrative Officer, Miriam Sheppard, has been appointed to the Premier's Task Force – Multicultural Education Advisory Committee, which held its initial meeting on June 11-12, 2018. Contact has been made with both School Boards to assess progress of recommendations slated for completion in September 2018.
- The Assistant Executive Director has been appointed to the Premier's Task Force – Indigenous Education Advisory Committee, which held its initial meeting on September 26-27, 2018, in St. John's. Teleconference meetings took place on October 30, November 27, 2018 and January 29, 2019. A second face-to-face meeting has been confirmed for April 3-4, 2019. Administrative Officer, Deana Hatcher, has been appointed to serve as the alternate NLTA representative, as per the Committee's Terms of Reference.
- An initial meeting was held on June 21, 2018 with senior representatives of the NLESD, EECD, Faculty of Education and CSFP to discuss Recommendation #77 on coordinated professional learning opportunities.
- On May 15, 2018, a meeting of the Provincial Teacher Certification Committee was held to review and approve amendments to the Teacher Certification Regulations to allow for Teaching and Learning Assistants. The regulation change was approved by cabinet on August 8, 2018.
- On August 9, 2018, NLTA and Government finalized an MOA to the Provincial Collective Agreement outlining terms and conditions of the employment of Teaching and Learning Assistants and making them members of the NLTA. A similar MOA has been approved for signing by all parties and will be executed soon.
- On August 22, 2018, the Executive Director attended a meeting of the Premier's Task Force Advisory Committee. During this meeting concerns were again raised regarding workload for school administrators and the need for greater clarification on how best to group students for effective use of staff. NLTA also stated that teachers in Phase 1 schools must be provided an opportunity for feedback.
- The President and NLTA staff participated in a three-day professional learning event for TLAs and Principals of Phase 1 schools in St. John's on September 10-12, 2018.
- Programs and Services staff met with the Associate Deputy Minister to discuss further partnership opportunities around professional development, in particular in the area of leadership.

- A round table discussion regarding PTF Recommendation #77 took place on September 28, 2018 during the Special Interest Council Leadership Conference. The discussion involved SIC leaders, MUN representatives and EECD officials, and focused on creating a plan for collaboration amongst all stakeholders regarding teacher professional learning. Unfortunately, NLESD senior staff did not attend this meeting.
- The PTF “Early Leavers” Committee held a meeting at NLTA on November 13-14, 2018. Administrative Officer, George Tucker, represented NLTA.
- The PTF Provincial Assessment Advisory Committee held a meeting on October 24-25, 2018. The next meeting for this committee took place on February 20-21, 2019 at the NLTA.
- On November 5, 2018, the Executive Director met with the Premier’s Task Force Steering Committee regarding Recommendation #10. NLTA’s position continues to be that the best way to provide services required in Education is to have those services available within Education, not through consulting arrangements with other departments. Also discussed was the Responsive Teaching and Learning Draft policy. NLTA’s position is that it is overly complicated. This will be on the agenda for the next meeting.
- Programs and Services staff are contacting PTF Phase 1 schools to inquire about the roles/work being done by TLAs, particularly with respect to any impact on IRT supports.
- On December 17, the Executive Director and Administrative Officer, Darrin Pike, attended a meeting of the Professional Development Alliance (PTF Recommendation #77) and presented a proposal for professional development for Assistant Principals.
- The Provincial Assessment Advisory Committee held meetings on February 20-21, 2019, to review the framework document for provincial assessments.
- A meeting of the Premier’s Task Force Steering Committee took place on March 11, 2019. A review of the Teaching and Learning Draft Policy was presented. The NLTA acknowledged that the streamlining of the referral process was an improvement, but did register concerns regarding the number of meetings that could be expected under the policy.

#### Priority #4: Promoting the Profession

- Programs and Services staff engaged in significant discussions with EECD officials on concerns regarding the new School Development surveys that were administered during the Spring of 2017. EECD has advised that data from the survey questions to which the NLTA raised objections has been deleted and destroyed. A questionnaire on the surveys was sent to administrators to solicit feedback – Programs and Services staff worked closely with SAC to encourage administrators to express the concerns brought forward to NLTA through this process; however, the responses from administrators were disappointing in that feedback was generally positive. Further meetings with EECD representatives took place on December 19, 2017 and April 9, 2018, and ultimately, EECD decided to continue with the surveys moving forward. EECD did make some positive changes that address Collective Agreement issues and privacy/disclosure concerns under ATIPPA; however, the Association remains concerned that the focus of the surveys is inconsistent with fostering a school-based, team approach to school development. Provincial SAC was updated regularly throughout, and the Association has sent several written updates via email to all administrators. A communication on this issue was sent to all NLTA members on April 17, 2018.
- The Assistant Executive Director and Administrative Officer, Ian Crewe, met with the NLESD Director, Associate Director and Assistant Director-HR to discuss improved District collaboration with and support for the work of SICs.
- Programs and Services Administrative Officer, Ian Crewe, attended a September 7, 2017 meeting of NLESD Programs Staff (Program Specialists, Itinerants, SEOs, etc.). There were approximately 50 members of District programs staff from across the province in attendance in person or via video conference. Ian was given an opportunity to present to the group re the role that SICs play within the NLTA and for teachers in general and spoke to the potential that existed in having NLESD Programs staff assist, support and promote the work of SICs. There was a lot of positive feedback from the group both during and after the meeting.
- The SIC Leadership Conference took place in St. John's on September 28-29, 2017.
- Association staff attended Regional and Provincial SAC meetings in September and October 2017.
- On September 19, 2017, the Executive Director met with Faculty of Education graduate students to discuss ways in which NLTA tries to influence education public policy.
- In May 2017, Programs and Services Administrative Officer, Darrin Pike, delivered an orientation session to Memorial University students finishing their Education program at Grenfell College. The session introduced students to the variety of services provided by the NLTA.
- In July 2017, Program and Services staff hosted NLTA Day at MUN for Education students at the St. John's campus. NLTA Day at MUN introduced students to a wide variety of services provided by the NLTA. Ian Crewe also provided an introductory session on what teachers should know about substituting in Newfoundland and Labrador.
- In September 2017, NLTA staff delivered a seminar to Education 5000 students on the student internship journey.

- Teacher Induction Ceremonies took place on October 4, 2017 in Corner Brook and October 19, 2017 in St. John's.
- In November 2017, staff presented to MUN Education students on *Legal Issues in Education*.
- Staff presented at Resonate 2017 on the services offered by the NLTA.
- The Teachers Change Lives Every Day Campaign was continued into the 2017-18 school year. The fourth of the new videos aired in February 2018. Plans are currently underway for the next phase. A compilation ad was developed and aired in late May and June 2018.
- The next phase of the Teachers Change Lives Campaign, *Invest in Our Kids*, was launched in early January 2018.
- Back to school messages aired during the first week of school welcoming teachers and students to the 2017-18 school year.
- School Rep Seminars for Fall 2017 took place on: October 20-21, 2017 – Gander; October 27-28, 2017 – Goose Bay; and November 3-4, 2017 – St. John's.
- Social media and the NLTA website were utilized to promote World Teachers' Day on October 5, 2017.
- Twitter, Facebook and the website continue to be used to post information regarding teacher issues, etc. as well as Teachers Change Lives Every Day and Invest in our Kids.
- NLTA continues to monitor the media; the President responds to the media regarding teacher issues and concerns.
- Education Week 2018 took place the week of February 11-17, 2018. The theme was *Believe and Achieve/Je crois en moi, je réussis!* The Opening Ceremonies were held at Laval High School in Placentia on February 12, 2018. The event coincided with Teacher Appreciation Week.
- SICs are promoted whenever possible on digital and social media, and input has been provided on conferences and media releases. Input has been requested from the SICs regarding their membership and SIC websites. Work on the website template for the SICs is almost completed, and information is being brought over from two of the SICs. Work on the others is progressing.
- NLTA sponsored the Christmas choirs on NTV, and messages from the President were broadcast during Christmas on radio, digital and social media. NLTA is the storm information sponsor from October 2017-October 2018 on the VOCM provincial network.
- NLTA hosted CAPTTO PD meetings in St. John's on October 23-24, 2017. Each region presented on current initiatives. Part of the agenda included initial planning for DSS and CONTACT conferences taking place in Summer 2018.

- On November 6, 2017, the President wrote members of the Employers' Council to express concern over public statements made by the EC Executive Director, Richard Alexander, regarding teachers' negotiated benefits. In response to that letter, a meeting was requested by Mr. Alexander. That meeting was held on December 4, 2017. Following that meeting, a further letter was sent to the known members of the Employers' Council again outlining NLTA concerns regarding the position of the Employers' Council as it pertained to the negotiated benefits of teachers.
- The NLTA Beginning Teachers' Conference took place in St. John's on November 23-24, 2017.
- An information session for substitute teachers, hosted by St. John's area branches, took place on Saturday, November 25, 2017. Programs and Services and NLESD staff presented.
- On January 30, 2018, Programs and Services staff attended the Hibernia STEM Advisory Committee update meeting.
- NLTA hosted CAPTTO Board of Directors' meetings in St. John's on February 6-7, 2018 in St. John's. A joint statement on behalf of CAPTTO was released to the media regarding the Glaze Report out of Nova Scotia.
- NLTA hosted the CAPTTO Economic Welfare staff meetings in St. John's on February 7-8, 2018.
- Programs and Services staff promoted the Teachers Change Lives and the Invest in our Kids campaigns at the CAPTTO PD meeting in Halifax on February 20-21, 2018.
- On February 20-22, 2018, representatives from ten SICs participated in an opportunity to make presentations to the Deputy Minister, Associate Deputy Minister and Assistant Deputy Minister of EECD regarding suggestions for implementation of recommendations from the Premier's Task Force report. The President, Executive Director and Assistant Executive Director were in attendance.
- On February 22, 2018, Programs and Services staff attended the Hibernia STEM Selection Focus Group meeting.
- On April 12, 2018, Programs and Services delivered a professional development session on crucial conversations to principals within the Avalon region.
- An article on dealing with School Lockdowns appeared in the March/April 2018 edition of *The Bulletin*.
- On March 7, 2018, Programs and Services staff and NLESD presented to graduating students from Memorial University's Faculty of Education on the hiring process, substitute teaching and the role of the NLTA.
- On April 2, 2018, Programs and Services staff presented to first year Education students from Memorial University's Faculty of Education re services offered by the NLTA, NLTA Code of Ethics and other topics related to teaching and the NLTA.

- Programs and Services staff represented NL Francophone teachers at national meetings of CTF/FCE in Winnipeg on February 14-16, 2018. NLTA Staff Officer presented a report on French First Language Education in NL.
- NLTA partnered with other agencies to sponsor Sharing Our Cultures on March 18-19, 2018 at The Rooms during Multicultural Week. High school members of the multicultural community presented “Music, Dance and Stories” to elementary students and the general public.
- NLTA, in partnership with the Canadian Teachers’ Federation, will be hosting the CTF Collective Bargaining Conference in St. John’s in June 2019.
- On March 26, 2018, the Executive Director and the SAC President met with the Director of Education to discuss concerns regarding the upcoming national CAP conference. NLTA was a partner in the CAP NL 2018 conference. The Association designed and printed the conference book, passport and assisted with various other parts of the conference. The President brought greetings at the opening session.
- NLTA hosted the Annual General Meeting of the Council of Atlantic Provinces and Territory Teachers’ Organizations (CAPTTO) on April 22-24, 2018.
- NLTA had 20 teacher volunteers at the Janeway Telethon on June 2, 2018 and made a cheque presentation of over \$30,000. The total from Janeway Day is now \$1,152,440. Janeway Day in the Schools took place on February 14, 2019.
- The NLTA website, Facebook and Twitter are all used to promote teacher events and activities whenever possible. A new landing page has been added to the NLTA website to promote Teachers Change Lives and Invest in Our Kids.
- New videos and social media posts have been produced for Invest in Our Kids and they began airing the week of October 1, 2018.
- Currently in production are new videos and posts for the Teachers Change Lives Every Day campaign.
- Education Week occurred March 3-9, 2019. Memorial Academy in Botwood hosted the Opening Ceremonies.
- World Teachers’ Day took place on October 5, 2018 and the theme was “Teachers, the heartbeat of public education”. There was reposting of the NLTA news release by various parties and interest in promoting the day by the Lieutenant Governor.
- On January 19, 2018, the President addressed the St. John’s East Rotary Club, on February 19 he addressed the Clarenville Rotary Club, on May 17 he addressed the St. John’s Rotary Club, and on June 5, 2018 he addressed the Rotary Club of St. John’s Northwest.
- The NLTA has reached out to all Chambers of Commerce, Rotary Clubs, and Boards of Trade across the province to advise that the NLTA President is available and interested in speaking to them on the status of public education in the province.



- The Teachers Change Lives video (Maike and John) was played at the Canadian Student Leadership Conference in Edmonton the last week of September 2018.
- The NLTA participated in Mental Health Week 2018 by lighting the NLTA building in green and assisted with printing for the 2018 National Conference for the Canadian Association for Suicide Prevention with the NL Mental Health Association.
- On May 4, 2018, Programs and Services staff delivered a professional development session on staff dynamics for a school in the Eastern region.
- On May 11, 2018, Programs and Services staff represented NLTA at the Hibernia STEM Teachers in Action Sharing Conference at Memorial University in St. John's.
- On May 17, 2018, Programs and Services staff presented to graduating students in the Faculty of Education at Grenfell Campus of Memorial University about the role of NLTA and services offered by the Association.
- On May 24, 2018, Programs and Services staff delivered a professional development session on Classroom Management Strategies at a school on the Avalon Peninsula.
- NLTA-MUN hosted the Teacher Induction Ceremonies in St. John's on June 1 and October 18, 2018; and in Corner Brook on October 3, 2018.
- On July 24, 2018, NLTA staff participated in NLTA Day and held information sessions at Memorial University.
- Programs and Services staff presented on legal issues in education to MUN Education students in November 2018.
- On July 27, 2018, NLTA hosted an Education 5000 class at the NLTA building.
- The Executive Director presented to the IBED students at the Labrador Institute on the profession and the value of NLTA membership in July 2018.
- On August 13-15, 2018, NLTA staff partnered with the Faculty of Education and the NLESD to host a three-day information session for prospective educational leaders.
- NLTA hosted CONTACT in Corner Brook on August 7-10, 2018. There was a strong NLTA delegation in attendance. An article about CONTACT 2018 appeared in the September-October 2018 edition of *The Bulletin*.
- NLTA delegates attended DSS in Sackville, NB on July 3-6, 2018. An article about DSS 2018 appeared in the September-October 2018 edition of *The Bulletin*.
- On June 6, 2018, Programs and Services staff participated in an anti-bullying presentation hosted by Memorial University.

- On June 7, 2018, Programs and Services staff presented to students in the Primary/Elementary Education Program at Memorial University.
- On September 11-12, 2018, Programs and Services staff attended CAPTTO meetings in Moncton, NB and reported on CONTACT 2018.
- On October 11, 2018, Programs and Services staff represented the NLTA on the selection committee for Workplace NL Scholarship applications.
- In Fall 2018, back to school messages by the President were posted on social media, placed on radio and in print.
- A session was held with the Teaching and Learning Assistants during the week of September 10, 2018, to welcome them to the NLTA and advise them of the programs and services of the Association.
- The Special Interest Council Leadership Conference was held on September 27-28, 2018 in St. John's.
- A Provincial Executive member and Programs and Services staff attended a PD closeout for the CSFP on October 19, 2018.
- NLTA Infosheet #1 has been translated into French and will be distributed to CSFP members.
- In Fall 2018, an incentive was provided to the membership to complete their information for the NLTA website. There was an over 65% response rate for the updating of the information.
- School Rep Seminars for Fall 2018 took place on: October 12-13, 2018 – Plum Point; October 19-20, 2018 – Clarendville; and November 2-3, 2017 – Deer Lake. Positive feedback was given from those who attended.
- Two new Teachers Change Lives videos have been produced and aired. Others are scheduled. Three Invest In Our Kids videos have been produced and are currently airing.
- The President addressed the AGM of the Federation of School Councils on November 10, 2018.
- A Financial Information Session was held at the NLTA building on November 5, 2018 from 4:00 – 6:00 p.m., sponsored by the St. John's Centre Branch. Administrative Officer, George Tucker, presented to the assembled group for approximately 90 minutes followed by Q&A.
- The Waterford Valley Branch sponsored a Financial Information Session on November 19, 2018 at Smitty's Restaurant in Mount Pearl. Administrative Officer, George Tucker, presented to the group.
- On Saturday, November 17, 2018, a Substitute Teachers' Information Session was held at the NLTA building from 8:45 a.m. – 12:30 p.m. The seminar was requested and hosted by the three St. John's Branches and the CBS Branch. Presentations were given from the perspectives of NLTA (Miriam Shepherd), NLESD (Andrew Hickey) and Principals (Christina Pike – SAC Provincial President). Administrative Officer, George Tucker, chaired the workshop and facilitated a lively Q&A session. Representatives from the Substitute Teachers' Standing Committee were also in attendance.

- Pre-Retirement Seminars for 2018 were held in Grand Falls-Windsor – October 11-12; Corner Brook – November 1-2; St. John’s – November 15-16, November 29-30 and December 6-7.
- On October 16-18, 2018, the President and Executive Director met with Newfoundland and Labrador Senators regarding Bill s. 206 providing an Association prepared briefing note and legal opinion.
- On October 31, 2018, the President wrote the Minister of Education and Early Childhood Development regarding NLTA concerns on Bill s. 206 providing an updated legal opinion and the Senate briefing document.
- Miriam Sheppard presented *Time for Teaching and Learning Assistants: NLTA’s Newest Members* at the CTF national staff meeting November 14-16, 2018.
- On October 31, 2018, the Executive Director wrote the NLESD Director of Education regarding NLTA concerns on Bill s. 206 providing an updated legal opinion and the Senate briefing document.
- On October 31, 2018, the Executive Director met with the Association of Social Workers to discuss ways to improve service to schools and reduce workload for school counsellors and administrators.
- The Memorial on Parade launch occurred on November 27, 2018. Vice-President, Trent Langdon, brought greetings on behalf of the NLTA and the event was covered by various local media.
- The President addressed the Springdale Chamber of Commerce on November 27, 2018 and the St. Anthony Chamber of Commerce on December 12. An invitation to the Bay St. George Chamber of Commerce on January 8, 2019 had to be postponed.
- Administrative Officer, George Tucker, facilitated a Professional Relations workshop for the staff at Mobile High School on the morning of December 14, 2018 and a Financial Information Seminar during the afternoon for the assembled group for approximately 90 minutes followed by Q&A.
- On December 19, 2018, Administrative Officer, George Tucker, facilitated a Financial Information Seminar for the staff of the Department of Education and Early Childhood Development. Approximately 50 educators participated, including Director, Bradley Clarke.
- In an attempt to improve overall relations between the NLTA and NLESD, a meeting of senior administrative staffs from both organizations was held on December 3, 2018.
- Administrative Staff presented to MUN Education students on “Legal Issues in the Teaching Profession” on November 27, 2018. Sessions are also planned for the New Year for MUN students enrolled in the Introduction to Educational Administration and Issues in Physical Education courses.
- On November 22-23, 2018, the NLTA hosted the annual Beginning Teachers’ Conference in collaboration with the school districts, Memorial University and Department of Education and Early Childhood Development.
- The NLTA Communications Officer represented the President at the Kids Eat Smart AGM on December 6, 2018 at the Holiday Inn in St. John’s. The NLTA was acknowledged as a key sponsor of KES.

- Administrative Officer, Ian Crewe, attended the Hibernia STEM Advisory Group meeting on January 29, 2019.
- Programs and Services staff presented information on NLTA to MUN Faculty of Education graduating students on March 14, 2019.
- The President, Executive Director and Assistant Executive Director met with representatives of the Federation of School Councils on February 8, 2019. Issues and ideas were discussed regarding opportunities for both organizations to partner on efforts to advance the cause of education in the province, including efforts to improve teacher and student assistant allocations.
- On March 29, 2019, the Newfoundland Growlers hosted a Teacher Appreciation Night with reduced ticket prices. Johnson Insurance offered prizes of free tickets.

## Priority #5: Inclusive Education/Student Support Services

- On July 27, 2017, the Executive Director wrote the Deputy Minister to advise him of the Department of Education's Collective Agreement obligation to consult with the NLTA on issues that affect the terms and conditions of employment of teachers.
- The Executive Director met with the Deputy Minister of Education on August 3, 2017, to discuss the impact of the report from the Premier's Task Force.
- On August 8, 2017, the President wrote to the Minister of Education to arrange a meeting to discuss the Premier's Task Force recommendations. A meeting was held on September 29, 2017.
- On August 16, 2017, the President wrote the Premier requesting that NLTA have representation on the Steering Committee which will oversee the implementation of the Education Action Plan flowing from the Premier's Task Force recommendations.
- The Assistant Executive Director met with the Assistant Deputy Minister on August 17, 2017, to discuss a number of issues, including the impact of the report from the Premier's Task Force.
- On August 22, 2017, at the request of the Deputy Minister, the Executive Director met to discuss the status of the arbitration on the Inclusive Education Committee.
- The Executive Director met with the Deputy Minister and Associate Deputy Minister on September 11, 2017, to discuss the Premier's Task Force recommendations and the operational plan for developing the Education Action Plan; a follow-up meeting was held on September 28, 2017. NLTA has taken the position that it should be represented on the Premier's Steering Committee as well as on the EECD Implementation Team.
- On October 30-31, 2017, Administrative Officer, Ian Crewe, attended the first Premier's Task Force "Committee #1" meeting (as a committee member). Chaired by Brad Clarke (EECD) and Bronson Collins (NLESD), numerous stakeholders including seven NLTA members, were given a mandate to develop a plan/make recommendations around several of the recommendations brought forward in the *Now is the Time* document. Recommendations being considered by the committee are primarily dealing with the topic of Special Education/Inclusive Education, including (but not limited to) the development and piloting of a new provincial Special Education Policy document.
- From the initial Committee #1, six working groups have been established to work on various PTF recommendations and to report back to the main Advisory Committee (#1). Administrative Officer, Ian Crewe, has been named to two of those working groups. The six working groups are: New Special Education Policy (met December 12, 2017; Ian is a member); Reading Specialists – Classroom level (K-6); Reading Specialists – District level Program Specialists (K-6); Instructional Assistants – New position in the K-12 system (met December 15, 2017; Ian is a member); Learning Commons; Professional Learning.
- All working groups have had their first meetings to establish Terms of Reference and goals and continued to work through the rest of the year toward the goal of establishing a provincial pilot for the 2018-19 school year. The number of schools involved in the pilot will be dependent on the provincial budget. The

Advisory Committee met three times in November and again on December 19, 2017. There was an average of two-three days per month of scheduled meetings until June for each of the six working groups and the Advisory Committee.

- The President, Executive Director, Assistant Executive Director and Administrative Officer, Ian Crewe, met with representatives of NLCPA and the SLP SICs on December 14, 2017 to discuss concerns and strategies in relation to Recommendation #10 from the Premier's Task Force report, which impacts Educational Psychologists and Speech-Language Pathologists particularly. A further meeting occurred on January 25, 2018, following the first meeting of the PTF Steering Committee on January 22, 2018.
- The NLTA Executive Director has been appointed to the Provincial Steering Committee which will oversee the development and implementation of the Education Action Plan.
- The Executive Director is in regular contact with the Deputy Minister and the Association Deputy Minister regarding progress on the development of the Education Action Plan.
- An article dealing with Violence in the Workplace appeared in the January/February 2018 edition of *The Bulletin*.
- On January 10, 2018, a meeting was held with the Executive Director, Assistant Executive Director, Deputy Minister of Education, Deputy Minister of Health and their officials to discuss the implications of Recommendation #10 of the Premier's Task Force.
- Staff continue to work with the PTF Advisory Committees re Recommendation #1 (and others) in addition to two of the six working groups that have been formed as a result. Meetings attended since January include: January 23-24, 2018 (Special Education Policy Working Group), January 25-26, 2018 (PTF Advisory Committee at Holiday Inn), January 30, 2018 (Instructional Assistants Working Group – SKYPE meeting), February 5, 2018 (Special Education Policy Working Group – Skype meeting), February 15, 2018 (Instructional Assistants Working Group – full-day meeting hosted at NLTA building), February 20-21, 2018 (Special Education Policy Working Group), February 23, 2018 (PTF Advisory Committee – Skype meeting), February 27-28, 2018 (Instructional Assistants Working Group), February 26-27, 2018 (Provincial Assessment Advisory Committee), March 12-13, 2018 (Special Education Working Group), March 22-23, 2018 (Teaching and Learning Assistants Working Group), April 9, 2018 (Provincial Assessment Advisory Committee), April 17-18, 2018 (PTF Advisory Committee), May 9-10, 2018 (Special Education Working Group), May 14-15, 2018 (Provincial Assessment Advisory Committee), May 23-24 (Teaching and Learning Assistants Working Group), June 5-6, 2018 (PL for Administrators in Pilot Schools), June 11-12, 2018 (Multi-Cultural Education Advisory Committee), October 22-23, 2018 (Teaching and Learning Assistants Working Group) and October 24-25, 2018 (PTF Advisory Committee).
- On January 22, 2018, the Executive Director met with the Provincial Steering Committee for the implementation of the Premier's Task Force recommendations. The committee consists of Deputy Ministers of Education, Advanced Education, Justice, Child Youth and Family Services and Health along with the Directors of Education of the two provincial school districts and the Dean of the Faculty of Education. Potential workload concerns for teachers that may result as a result of implementation were raised.

- On February 15, 2018, the Executive Director attended an information session providing an in-depth review of the New Brunswick Integrated Service Model that is referenced in Recommendation #5 of the Premier's Task Force Report.
- On March 27, 2018, the Executive Director and the President attended the education lock-up session to be briefed on the budget announcements related to the initial Premier's Task Force pilot program. The program will see an increase in teacher allocations for Reading Specialists and Learning Resource teachers. The program will also provide for Teaching and Learning Assistants.
- As a result of an ATIPP request, the Association has engaged in conversations with the NLESD regarding the number of requests for student assistant supports that have gone unsupported or under supported.
- A meeting was held June 28, 2018 with the NLESD Director of Education, Associate Director of Education, Assistant Director - HR and Assistant Director - Finance with the President, Executive Director and Assistant Executive Director to discuss NLTA's concerns regarding cuts to student assistant hours and the impact that would have on student programming, student and teacher safety and teacher workload. This meeting was followed by a formal correspondence from the President.
- On July 25, 2018, a meeting was held with the Minister of Education and Deputy Minister of Education. This meeting was attended by the President, Executive Director and Assistant Executive Director. The purpose of the meeting was to review the school administrator survey regarding cuts to student assistant allocations and to advocate for reversal of cuts. The Minister agreed to a major reversal and to continue the dialogue.
- On July 19, 2018, the President, Executive Director and Assistant Executive Director met with the Federation of School Council representative to discuss and share the school administrator survey regarding cuts to student assistant allocations.
- On May 15, 2018, a meeting of the Provincial Teacher Certification Committee was held to review and approve amendments to the Teacher Certification Regulations to allow for Teaching and Learning Assistants. These regulations were approved by cabinet on August 8, 2018 and the MOA between government, the NLTA and the NLSBA creating Teaching and Learning Assistants was signed August 9, 2018.
- On August 22, 2018, the Executive Director attended a meeting of the Premier's Task Force Advisory Committee. During this meeting concerns were again raised regarding workload for school administrators and the need for greater clarification on how best to group students for effective use of staff. NLTA also stated that teachers in Phase 1 schools must be provided an opportunity for feedback.
- NLTA registered concerns with regards to some of the expectations outlined in the draft Responsive Teaching and Learning Policy document. As a result, Phase 1 schools were advised that they were not to follow the document as policy, but rather as a discussion and feedback document.
- On September 6, 2018, the Executive Director engaged in email correspondence with the Director of Education outlining NLTA's position that newly assigned student assistant allocations could not be withheld by the District to address emerging issues.

- On September 7, 2018, the NLTA President wrote a follow-up letter to the Minister of Education and Early Childhood Development outlining continuing concerns regarding the student assistant allocation.
- NLTA participated in an in-service session for Teaching and Learning Assistants and Principals of Phase 1 schools on September 10-13, 2018. Part of the presentation included NLTA expectations for the roles and responsibilities of these positions.
- On October 31, 2018, the Executive Director met with the Association of Social Workers to discuss ways to improve service to schools and reduce workload for school counsellors and administrators.
- On November 5, 2018, the Executive Director meet with the Premier’s Task Force Steering Committee regarding Recommendation #10. NLTA’s position continues to be that the best way to provide services required in Education is to have those services available within Education, not through consulting arrangements with other departments. Also discussed was the Responsive Teaching and Learning Draft policy. NLTA’s position is that it is overly complicated. This will be on the agenda for the next meeting.
- Programs and Services staff contacted PTF Phase 1 schools to inquire about the roles/work being done by TLAs, particularly with respect to any impact on IRT supports.
- The Department and District were contacted regarding workload concerns associated with assistive technology (SurfacePro). Assurances by the Board and Department were provided around teacher responsibilities and updates are to be provided.
- Programs and Services staff continue to provide advice and support to teachers dealing with inadequate supports for student support services. This advice includes how best to document and communicate concerns and information on rights of teachers including the right to refuse unsafe work.
- Administrative Officer, Ian Crewe, attended District Lead PL for Phase 1 Schools re the draft Department Responsive Teaching and Learning Policy on January 23 and January 31, 2019.
- A meeting of the Premier’s Task Force Steering Committee took place on March 11, 2019. A review of the Teaching and Learning Draft Policy was presented. The NLTA acknowledged that the streamlining of the referral process was an improvement, but did register concerns regarding the number of meetings that could be expected under the policy.



## Priority #6: Collective Bargaining

- The President, Executive Director and Assistant Executive Director met with the Minister of Finance and the Chief Negotiator for Government on September 12, 2017 to discuss the status of negotiations on the Provincial and Labrador West Collective Agreements.
- On September 12, 2017, the President, Vice-President, Executive Director and Assistant Executive Director attended a meeting with representatives from the other public sector unions to discuss the status of their respective negotiations. A further meeting occurred on October 10, 2017.
- The exchange of opening proposals on the Labrador West Collective Agreement took place on September 27-28, 2017. Training with the members of the Labrador West Negotiating Team took place all day on September 26, 2017 and on the morning of September 27, 2017.
- Provincial Collective Agreement Negotiations took place on October 17-19, 2017, November 6-7, 2017, January 29-February 2, 2018, February 28-March 1, 2018 and April 11-12, 2018. Bargaining Briefs were posted to NLTA's website. The Association suggested several further available blocks of time in May and June 2018, but there was no contact from the Employer until late June 2018.
- Provincial and Labrador West Bargaining Briefs were sent out during the first week of October 2017, and further Provincial updates were sent out on November 27, 2017, March 6, April 18 and October 2, 2018.
- The President delivered a presentation on the Association and Employer opening proposals for Labrador West collective bargaining during a visit to the Labrador West Branch in October 2017.
- On December 14, 2017, the President and Executive Director met with the Minister of Education and the Minister of Finance with their staffs to discuss non-contractual areas in which savings may be found within the Department of Education budget.
- On December 11, 2017, the President attended an all-union meeting to discuss the current bargaining environment.
- It was announced on April 10, 2018 that the current Chief Negotiator for government had been appointed as in-house counsel for NLESD starting on May 7, 2018. Sarah Anthony, Staff Relations Specialist, was appointed in June 2018 as the new chief spokesperson for the employer team.
- Paulette Colbourne retired in June 2018, and was replaced by Christina Pike, principal of Macdonald Drive Junior High on the Association's negotiating team (St. John's).
- Meetings were held on June 18-25, 2018 between the Minister of Finance, his staff and the President, Executive Director and Assistant Executive Director.
- The NLTA Negotiating team met from June 24-27, 2018 and were briefed on discussions with government.

- A meeting was held on July 4, 2018 between the Executive Director and Assistant Executive Director with senior Human Resources Secretariat officials.
- On August 6, 2018, a meeting was held between the Executive Director and the Minister of Finance.
- Meetings were held on August 22, September 25, October 16, November 2, November 29 and December 5, 2018, between the Assistant Executive Director and the Staff Consultant to the Negotiating Team with senior Human Resources Secretariat representatives and NLESD counsel. Further discussions occurred via email and by phone in October and November 2018.
- A Bargaining Brief went out on October 2, 2018 and there was communication with the Negotiating Team in advance of this.
- A Bargaining Brief went out on December 13, 2018 and there was communication with the Negotiating Team in advance of this.
- Arrangements were made for the Negotiating Team to meet on January 9-10, 2019. This was communicated to government.
- The Executive Director and Assistant Executive Director met with the Deputy Minister and Assistant Deputy Minister of Finance/HRS on December 17, 2018 to discuss the status of negotiations. Further discussions took place via phone on December 18.
- The President contacted the Minister of Finance on December 19, 2018, following which the Deputy Ministers of Education and Finance/HRS requested a meeting with the Executive Director and Assistant Executive Director on December 20. There were further telephone discussions on December 21 and language on outstanding issues that could be recommended to the Negotiating Team was confirmed late that day.
- The Negotiating Team met on January 9, 2019, and reached agreement on a potential tentative agreement to recommend to Provincial Executive. An Executive meeting to consider the Team's recommendation occurred on January 19, 2019, and a special Joint Council meeting was held on January 26, 2019. Joint Council voted to unanimously recommend the tentative agreement to the membership. All teachers were advised on Monday, January 21, 2019, that the NLTA, Government and the School Boards Association had reached a tentative agreement through collective bargaining.
- Branch meetings were scheduled from January 28 to February 8, 2019, and a number of additional Q&A meetings were held upon request.
- A Q&A session for substitute teachers occurred on February 25, 2019 in St. John's in response to questions on the tentative agreement.
- A summary of the changes in the tentative agreement was prepared and sent directly to all members via email on February 5, 2019.
- An information memo on the logistics around severance payout, should the tentative agreement be ratified, was prepared and distributed to all NLTA members on February 21, 2019.

- Dates are being explored for the continuation of negotiations on the Labrador West Collective Agreement but have not yet been confirmed. The Labrador West negotiating team met on February 20, 2019 and again on March 4, 2019.
- Dates for the commencement of negotiations on the Labrador Benefits Agreement have been tentatively scheduled for April 3-5 in Happy Valley-Goose Bay. Administrative Officer Miriam Sheppard and Lake Melville Branch President Sharon Mugford are the Association's representatives on the multi-union bargaining team. Input on opening proposals was sought from NLTA members in Labrador, with submissions closing on March 19, 2019.
- A province-wide ratification vote on the tentative collective agreement occurred on February 26, 2019. The voting process was delayed as a number of branches were not able to conduct their votes due to school closures. The vote was completed on Friday, March 1, 2019 and as per NLTA policy, members were informed of the results. The results were 3068 to accept and 2110 to reject.
- The NLTA has completed its draft of the revised collective agreement and it has been sent to Government.